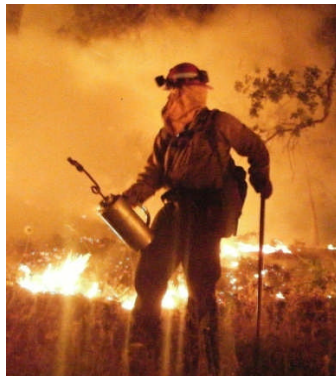




Geronimo Hotshot Crewmember positions are open for the 2015 fire season. Applications are at the San Carlos Human Resource Department (Personnel). If you are looking to stay busy all summer long with working in harsh environments, long hours, being away from home, be physically and mentally challenged. This may be the job for you. With it comes duty, respect, honor, integrity, commitment, determination, and trust. You'll travel, suppress fire, provide steady income, represent the San Carlos Apache Tribe, and get the experience to work as a wildland firefighter. If you have any questions please call us at (928)475-2329 Ext. 325 or Ext. 326. See you soon!



SAN CARLOS APACHE TRIBE

HUMAN RESOURCES DEPARTMENT

P.O. Box 0

San Carlos, Arizona 85550

(928) 475-2361 ♦ Fax (928) 475-2296

Terry Rambler
Tribal Chairman



John Bush
Tribal Vice-Chairman

AMENDMENT NO. 1

This amendment is issued to amend the Vacancy Announcement No., all other information remains the same.

VACANCY ANNOUNCEMENT NO.	OPENING DATE	CLOSING DATE
#15-010	October 1, 2014	Open Continuous
POSITION TITLE AND DEPARTMENT	SALARY	
Geronimo Hotshot Crewmember Forestry Program	Equivalent to GS-3/4/5	

APPLICATIONS ARE AVAILABLE AT THE TRIBAL HUMAN RESOURCES OFFICE
(Applications must be received in the Human Resources Office by close of business on the closing date)

CONDITIONS OF EMPLOYMENT:

- **NUMBER OF VACANCIES:** This is an open continuous vacancy announcement and applications will be referred when vacancies occur. The open continuous vacancy announcement allows this office to accept applications on a year round basis and eligible qualified applicants are placed in the Applicant Supply File (ASF). Applications that are complete in accordance with the outlined application procedures will be referred to fill any current and/or future vacancies.
- Positions may be temporary, full-time, part-time or intermittent (work only when called).
- Position has promotional opportunity to equivalent level of GS-4/GS-5, if selected at the lower equivalent level of GS-3.
- Applicant must have a valid state identification card.
- Applicant must successfully pass the Annual Firefighter Medical Examination and Geronimo Hotshots physical fitness test. **MOST APPLICANTS DO NOT PASS THESE PHYSICAL FITNESS STANDARDS. PLEASE PREPARE YOURSELF BOTH PHYSICALLY AND MENTALLY PRIOR TO EMPLOYMENT.**
- Applicant will be subject to a local/Tribal and State background check.
- In accordance with the San Carlos Apache Tribe Drug and Alcohol Policy, all potential employees will be tested for the presence of controlled substances as part of the pre-employment selection process. Applicants who fail to pass the drug test will be ineligible for employment and may not reapply for twelve (12) months thereafter. This policy has been adopted to provide drug-free work sites and to prohibit working while under the influence of alcohol.

DUTIES AND RESPONSIBILITIES:

As a Geronimo Hotshot Crewmember under the supervision of the Geronimo Hotshot Squad Leader and Senior Crew Member, the Geronimo Hotshot Crewmember provides a full range of technical firefighter duties associated with the work performed by an Interagency Hotshot Crew (IHC). Ensures that actions taken comply with applicable guidelines and contributes to the protection of life, private and public property as well as natural and cultural resources threatened by wild land fire or other natural disasters. The work also contributes to the long-range productivity of the San Carlos Apache Tribal Lands. Contact with co-workers are made to plan and coordinate emergency work efforts, to explain the need to adhere to standard firefighting orders and watch out situations, to solve operational problems, to resolve conflicts, to implement organizational procedures and to conduct training. The incumbent uses knowledge of the processes, methods and procedures to resolve the full range of irregular or problem situations associated with a wide range of firefighting duties. Typical assignments of the incumbent include immediate response to a resource order for IHC services from a regional or zone dispatch coordination center and initial attack fire suppression activities. Participate in prescribe burn projects and project work, monitoring fire behavior, fire effects and fire weather on wildfires, management ignited prescribe fires and natural

prescribe fires. Taking fire weather, determining fuel moisture content, provide basic first aid and operate a variety of motor vehicles to transport equipment, supplies, crewmembers, etc. Perform other duties as assigned.

QUALIFICATION REQUIREMENTS:

BASIC REQUIREMENTS FOR ALL LEVELS:

High School Graduation or Equivalent. High school graduation or equivalent means the applicant has received a high school diploma, General education Development (GED) equivalency certificate or proficiency certificate from a State or territorial-level Board of Department of Education.

In addition to meeting the basic entry qualification requirements above, applicants must have had either the specialized experience and/or directly related education in the amounts shown below:

Level equivalent to GS-3: Obtain an S-190 and S-130 National Wildfire Coordinating Group (NWCG) certification; OR 6 months of general experience; OR 2 seasons of specialized experience; OR at least one (1) year of education above the high school level, which included at least 6 semester hours in any combination of the following courses: forestry, agriculture, crop or plant science, range management or conservation, wildlife management, watershed management, soil science, natural resources (except marine biology and oceanography), outdoor recreation management, civil or forest engineering, or wildland fire science. No more than 3 semester hours of mathematics is creditable toward this requirement. **NOTE: Applicant must submit a copy of all college transcripts to meet positive education requirements.**

Level equivalent to GS-4: Candidates must have had one (1) season (90) days of wildland fire experience AND one of the following:

- (1) 6 months of general experience and 6 months of specialized experience; OR
- (2) 4 seasons of specialized experience; OR
- (3) two (2) years of education above the high school level which included at least 12 semester hours in any combination of the following courses: forestry, agriculture, crop or plant science, range management or conservation, wildlife management, watershed management, soil science, natural resources (except marine biology and oceanography), outdoor recreation management, civil or forest engineering, or wildland fire science. No more than 3 semester hours of mathematics is creditable. **NOTE: Applicant must submit a copy of all college transcripts to meet positive education requirements.**

Level equivalent to GS-5: Candidates must be Firefighter Type I (FFT1) qualified or have two (2) seasons (180) days of wildland fire experience AND one of the following:

- (1) 1 year of specialized experience; OR
- (2) a 4-year course of study above high school leading to a bachelor's degree with either a major in forestry, range management or agriculture; or a major in a subject-matter field directly related to the position; OR at least 24 semester hours in any combination of the following courses: forestry, agriculture, crop or plant science, range management or conservation, wildlife management, watershed management, soil science, natural resources (except marine biology and oceanography), outdoor recreation management, civil or forest engineering, or wildland fire science. No more than 6 semester hours of mathematics is creditable. **NOTE: Applicant must submit a copy of all college transcripts to meet positive education requirements.**

General experience is 1) any type of work which demonstrates your ability to perform range aid or technician work; 2) experience which provide you with a familiarity with the subject matter or processes of the broad range aid/technician area.

Specialized experience is experience which includes forest or range fire control, prevention or suppression work. Work in conservation, regulation, and use of public or federally controlled lands for grazing. **Examples of the type of experience that will be credited are shown above under "Duties and Responsibilities".**

Season of Specialized Experience: One (1) season of firefighting experience is considered to be a period of no less than 3 months of continuous employment on a seasonal basis. This experience may include:

- (1) forest or range fire control
- (2) prevention or suppression work
- (3) forestry aid or technician work
- (4) engineering, range, or soil conservation technician work which involved application of cultural, resource conservation, or land management practices on non-forest or ranch lands which, when combined with the required knowledge of forestry operations and equipment.
- (5) Farming or ranching work which involved application of cultural and soil and water conservation practices, including safety and use of equipment and which provided a basic understanding of land use.

Wildland fire experience is on-the-line wildland firefighting experience gained through containment, control, suppression, or use of wildland fire. This experience is met by serving in a temporary, seasonal, or equivalent private sector fire position. Periods of wildland firefighting experience gained through militia and rural fire departments can also be credited. Wildland fire is defined as any non-structure fire that occurs in the wildland.

EVALUATION METHOD AND RANKING FACTORS: Evaluation will be made of the extent to which experience, education, training, self-development, and/or awards demonstrate that basically qualified candidates possess the Ranking Factors-Knowledge, Skills and Abilities (KSA) described below.

1. Knowledge of procedures used in the construction of fire line as well as the extinguishment and ignition of wild land fires.
2. Knowledge of the 10 Standard Fire Orders, 18 Watch Out Situations, LCES and the Common Denominators of Fire Behavior on Tragedy Fires.
3. Ability to use specialized fire equipment including wild land fire engines, directing bulldozers, the use of retardant from air tankers, directing helicopters , firing (ignition) devices and chainsaws, etc.
4. Ability to use and maintain a variety of common hand tools and weather instruments associated with firefighting duties.
5. Ability to communicate orally and in writing with crewmembers, supervisors and adjoining forces.
6. Ability to work in hazardous situations avoiding injury to self and others by using appropriate personal protective equipment (PPE), safety devices, taking necessary safety precautions

OTHER IMPORTANT INFORMATION:

- Persons who submit incomplete applications will be given credit only for the information they provide and may not, therefore, receive full credit for their veteran preference determination, Indian preference, education, training and/or experience.
- All material submitted for consideration under this announcement becomes the property of Personnel Office and is subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and/or a determination of unsuitability for tribal employment.
- Additional or alternate selections may be made from the eligibility list within 30 days from the date the selection list was issued. The positions to be filled must have the same title and have the same qualification requirements. However, if there are no Indian preference candidates left on the certificate, the vacancy must be re-announced.
- **INDIAN PREFERENCE:** It is the goal of the San Carlos Apache Tribe to employ as many tribal members as possible in tribal positions. Therefore, all other qualifications being equal, tribal members will receive hiring preference over other Indian Preference eligible and non-Indian Preference eligible. Preference for employment will be granted to qualified individuals, in the following order:
 1. Enrolled member of the San Carlos Apache Tribe with Veteran's Preference
 2. Enrolled member of the San Carlos Apache Tribe
 3. Native American spouse of an enrolled tribal member or Native American parent of enrolled tribal member
 4. Other Native American
 5. Non-Indian spouse or Non-Indian parent of enrolled tribal member
 6. Non-Indian

It is also the goal of the San Carlos Apache Tribe to provide the best services possible to tribal members. In furthering the Tribe's efforts to insure retention of tribal members and to provide job opportunities to tribal members, non-tribal member employees upon hiring shall, as part of the hiring agreement, agree to provide training and development to tribal members to allow them to become qualified for jobs which non-tribal member employees hold. The Indian Preference policy applies to hiring, placement, and promotion, transfer or lay off, treatment during employment, and selection for training.

- **VETERANS PREFERENCE AND INDIAN PREFERENCE:** Preference in filling vacancies may be given to honorably discharged veterans who are enrolled members of the San Carlos Apache Tribe.
- **EQUAL EMPLOYMENT OPPORTUNITY:** Except for Indian preference, consideration will be given without regard to any non-merit factor such as race, color, religion, sex, national origin, partisan politics, physical or mental handicap, marital status, age, membership or non-membership in any employee organization, or sexual orientation.

HUMAN RESOURCES OFFICE CLEARANCE:

/s/Deidre Antonio
Human Resource Specialist

October 1, 2014
Date
